

**United States Department of the Interior  
BUREAU OF LAND MANAGEMENT  
National Human Resources Management Center  
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**December 12, 2000**

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Information Bulletin No. HR-2001-020

To: All Servicing Personnel Officers

From: Director, National Human Resources Management Center

Subject: Classification Appeal Decision - Law Enforcement Ranger, GS-1801-09

Attached is the Bureau's Classification Appeal Decision. The decision sustains the current classification of the position, Law Enforcement Ranger, GS-1801-09.

Please review all similar or like positions and apply the findings within this decision accordingly. Any questions pertaining to this decision may be addressed to Phyllis O'Neill at (303) 236-6505.

Signed by:  
Linda D. Sedbrook  
Director

Authenticated by:  
Suzanne Rebek  
Acting Secretary

1 Attachment  
1 - Classification Appeal Decision (13 pp)

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**BUREAU OF LAND MANAGEMENT  
CLASSIFICATION APPEAL DECISION**

**Appellant:** XXXXXX XXXX

**Location:** XXXXXXXXXXX XXXXXX XXXXXXXXXXX XXXXXX, XXXX XXXXXXXX - XXXXX  
XXXXX XXXXX XXXXXXX, XXX XXXXXXXXXXXXXXX XXXXXXX XXXXX

**Current Classification:** Law Enforcement Ranger, GS-1801-09

**Background**

The incumbent is classified as BLM Ranger, GS-1801-09 and assigned to standard position description XXXXX. The appellant requests that his position be upgraded to a GS-11, retroactively to XXXX. He states this can be accomplished either by reclassifying him into the Position Classification Amendment/GS-1801-11 District Law Enforcement Ranger position description for resident rangers, or by reclassifying his current resident ranger position to a GS-11.

**Position Information**

The appellant's duty station is located approximately XX miles from XXXX XXXXXXXX where the Field Office is located. However, because it is about XXX driving miles and a three-hour trip the appellant did represent the Field Office Manager in the area and performed other resource related duties in the Xxx XXXXX area. With exception of fire personnel the incumbent was the only BLM employee residing and working in the Xxx XXXXX area. In 1999, two positions were hired for the Xxx XXXXX area. One was a Fire Management Officer and the other a Resource Management Specialist, GS-301-12. The Resource Management Specialist is the primary point-of-contact and represents the Bureau regarding activities within the Xxx XXXXX County Management Area. This position assumed natural resource management representative duties previously performed by the appellant.

The appellant's duties fall into four different areas: investigation, enforcement, apprehension, and resident ranger.

Duties related to being the resident ranger include representing the Field Office Manager within the Xxx XXXXX area on resource related matters. Duties include representing the BLM within the Xxx XXXXX area and include contact with city and county officials.

The appellant's investigation work involves his investigation of misdemeanors and felony crimes and offenses that relate to the breaking of BLM regulations, Federal criminal laws, and investigating of civil and administrative matters which may result in claims against the Federal Government. Investigations relate to resource matters such as trespass, recreation, soil and water, archeology, and paleontology. Investigate accidents that occur to BLM property or on

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BLM land. The appellant's investigative work consists of preserving the crime scene, collecting

physical evidence at the scene, interviewing witnesses and suspects, corroborating information, obtains physical and documentary evidence, prepares investigative reports and testifies at hearings and trials. Conduct misdemeanor investigations to completion. Does preliminary investigation and/or assists Special Agents on complex cases as requested. Enforcement work is accomplished by monitoring and patrolling assigned BLM lands. Concentrates effort in areas with fragile resources that are susceptible to damage or theft and areas of high usage for recreational purposes. Offenses involve motorized vehicle trespass, camping area violations, dumping of trash or toxic chemicals, and removal of plants and mineral materials. In conjunction with the Border Patrol participates in detecting illegal aliens. The work is done to detect and prevent violations of BLM regulations, policies, and permits and to gain compliance from permittees and the public who use BLM lands. The enforcement work involves writing violation notices, warning notices, and incident reports and informing the public and permittees of proper procedures and regulatory requirements.

Apprehension work is accomplished by apprehension of persons who have committed or are suspected of committing criminal offenses. Arrest suspects, executes arrest warrants, transport suspects to detention facilities and prepares the required documentation and issues violations' notices to violators. Obtain and executes search warrants on minor cases.

### **General Issues**

In presenting his request for a higher grade, the appellant cited various attempts to have his job upgraded by the State Office. The Servicing Personnel Office, after review of the appellant's position determined the appellant was not performing the duties of a Resident Ranger and thus denied the requested upgrade to the GS-11 level. The appellant also cited positions similar to his that have been upgraded based on the Resident Ranger concept. The appellant sites the recent upgrading of a Resident Ranger located in XXXXXX, XXXXXXXXXXXX. This was accomplished by drafting a Position Classification Amendment to the already approved, standardized GS-1801-11 District Law Enforcement Ranger PD # XXXXXX. He also referenced two other Law Enforcement Ranger positions that had been similarly upgrade and these positions are performing duties similar to his.

We are not able to base our decision on such rationale. By law, we are required to make our decision on the proper classification of this position based solely on comparing the appellant's current duties and responsibilities to Office of Personnel Management (OPM) standards and guidelines. Since comparison to standards is the exclusive method for classifying positions, we cannot compare the appellant's position to others as a basis for deciding his appeal.

A telephone interview was conducted with the appellant on August 3 & 7, 2000; his supervisors responded to written questions. In addition, the appellant submitted background information to support his request. All written and oral information received is considered in determining the classification of this position.

### **DECISION**

## **Determination of Series and Title**

The appellant does not dispute the series determination and we agree that the General Inspection, Investigation, and Compliance Series, GS-1801 is appropriate for the position. Titles are not specified for positions covered by the GS-1801 series. However as the appellant is placed in a standardized position description, and as individual states are not allowed to waive from this position description, the title of the position will remain, Law Enforcement Ranger.

## **Determination of Grade:**

The classification standard for the GS-1801 Series does not provide grade level criteria. The GS-1801 Series instructs the positions in this series be evaluated by reference to standards for related kinds of work, with respect to the kind of work processes, functions, or subject matter of the work performed; the qualifications required to do the work; and the level of difficulty and responsibility. The Border Patrol Agent Series, GS-1896 is the most appropriate to evaluate the position.

The Border Patrol Agent Series, GS-1896 includes positions involved in enforcement work concerned with (1) detecting and preventing the smuggling or illegal entry of aliens into the United States; (2) detecting and apprehending aliens in violation of the conditions under which they were admitted; (3) detecting and apprehending aliens at interior points in the United States who entered illegally; (4) detecting and apprehending aliens falsely claiming United States citizenship or legal status; (5) detecting and apprehending producers, vendors and users of counterfeit; altered and genuine documents used to circumvent the immigration and nationality laws of the United States; and (6) enforcing criminal provisions of the immigration and nationality laws and regulations of the United States. Such work requires knowledge and understanding of the statutes, regulations, instructions and precedent decisions pertaining to the enforcement of the immigration and nationality laws, ability to evaluate information rapidly, make timely decisions and take prompt and appropriate actions, and the ability to use effectively basic investigative and law enforcement procedures to enforce the immigration and nationality laws and other laws which the Border Patrol Agent may be called upon to enforce or assist in enforcing.

This standard is written in the factor evaluation system format, which compares the duties and responsibilities of positions with nine factors or conditions that taken together measure a position's overall worth. For each factor, the full intent of the level must be met in order to credit the points for that level.

## **Resident Ranger Duties**

The appellant and his supervisor state the appellant is performing resident ranger duties that do not exceed 20% of the appellant's time. The amendment to XXXXX also reflects the

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performance of resident ranger duties do not exceed 20%.

For a duty to be considered grade controlling it must occupy at least 25% (Introduction to the

Position Classification Standards, page 23) of the incumbent's time. As the appellant indicates, and LE112 reflects that resident ranger duties are performed no more than 20% of the time, the resident ranger duties will not be used in the grade determination of this position.

It is determined that the primary purpose of the appellant's position is to perform enforcement, apprehension, and investigative duties.

## **Enforcement, Apprehension, and Investigations**

### **FACTORS**

#### **Factor 1 - Knowledge Required by the Position**

This factor measures the nature and extent of information or facts the employee must understand to do acceptable work and the nature and extent of the skills needed to apply this knowledge. To be credited, a knowledge must be required and applied.

At Level 1-6 in addition to the knowledge and skills described at the preceding levels an intensive practical knowledge of the laws, concepts, operational practices and law enforcement methods and techniques to perform independently the full range of duties typically encountered in the enforcement of immigration and nationality laws and apprehension of violators:

Sound practical knowledge of immigration and nationality law precedents and court decisions and Immigration and Naturalization Service instructions and regulations concerning nationality and citizenship, alien smuggling, illegal entry, fraud and conspiracy, right of aliens and the protection and recording of evidence.

Knowledge of techniques for identifying and categorizing fraudulent documents and expertise in proper law enforcement methods including interrogation, searching, seizing, arresting and self-defense.

Knowledge of sensor implantation and camouflage techniques relating to the tactical use of electronic sensors and improved opportunities for the apprehension of aliens at or near the borders of the United States.

Knowledge of the day-to-day actual or potential illegal activities in the assigned area of responsibility "sufficient" to permit the agent to anticipate and eliminate illegal activities.

Skill and expertise in all aspects of cutting signs as described in occupational information.

Skill in the preparation of reports and other written technical material, in the preparation of evidence, testimony, information matters about illegal activities and practices encountered in daily activities and similar data.

Skill in detecting speech mannerisms, differences in attire and customs of aliens and associating this information with known facts concerning their place of origin. Most Border Patrol Agents are at this level.

At Level 1-7 is a requirement for:

Extensive knowledge of immigration and nationality laws, regulations, precedents, court decisions, and current instructions concerning nationality and citizenship, admission, exclusion, deportation, inspection, rights and requirements of aliens, smuggling, illegal entry, etc.

Skill in consolidating ostensibly disparate facts, events, and other types of intelligence material and developing therefrom information, guidelines, and techniques for application in the detection, apprehension and prosecution of persons attempting to violate immigration and nationality laws.

Skill in coordinating intelligence gathering operations on a sector-wide basis and developing specific cases or complaints.

Skill in developing continuing sources of information. Information may relate to routes and means of travel, area political conditions, economic pressures, population changes, availability and sources of fraudulent documents, and other factors which may have an effect on illegal alien activity.

The knowledge required of the appellant equates to Level 1-6. The position requires a sound practical knowledge of BLM and related Federal and State regulations, laws, practices and procedures related to the protection of public lands and resources; BLM operating procedures and practices and methods, techniques, principles, and procedures for investigations, rule of evidence, interviews, arrests, searches and seizures, and apprehension of suspects; knowledge of assigned area sufficient to anticipate and eliminate illegal activities. The above meets the threshold Level 1-6.

The knowledge required by the position does not meet Level 1-7. The audit did not show the requirement for an extensive knowledge of laws, regulations, precedents, court decisions, and current instructions typical of Level 1-7 to accomplish enforcement, apprehension, and investigative duties. Level 1-7 is more descriptive of knowledge required for individuals in charge of law enforcement programs rather than work related to performing enforcement, apprehension, and investigative duties. For example, Benchmark #1 for a Border Patrol Agent, GS-1896-11 reflects responsibility for the operation and coordination of an intelligence program. Rather than investigating a single incident this Benchmark reflects the gathering of intelligence

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information to prepare and forecast smuggling activities, identify trends and recommend ways to counteract and apprehend violators.

The audit did not show the requirement to coordinate intelligence gathering operations on a sector-wide basis or skill in developing continuing sources of information typical of the Level

1-7. Most illegal activity on BLM land is not organized but rather acts by individuals or small groups. The incumbent is responsible for collecting on-site evidence, interviewing witnesses or suspect, follows up on leads, search records, conduct surveillance, observe suspicious activity, and investigate information provided by outside sources. Investigative work exceeding this level is turned over to others to investigate.

The appellant provided two examples of investigation he performed - trespass (livestock, mineral, lands) and dump sites. While each may possess certain complexities in the investigation process they fail to meet the intent of Level 1-7. The audit did not show the need to consolidate ostensibly disparate facts, events, and other type of intelligence material in conducting investigations typical of Level 1-7. Investigations are conducted by gathering and observing the area within which the legal activity occurred.

This factor is assigned Level 1-6.

### Factor 2 - Supervisory Controls

This factor covers the nature and extent of direct or indirect controls exercised by the supervisor, the employee's responsibility, and the review of completed work.

At Level 2-3, the supervisor or a Border Patrol Agent of higher grade makes assignments which involve the performance of the full range of patrol duties available at the sector or station where the agent is assigned, e.g., farm or ranch check, city patrol, sign cutting, etc. While the supervisor generally establishes objectives' priorities and highlights areas for special emphasis, the agent plans and carries out assignments independently in accordance with established operating procedures and instructions. In connection with their day-to-day assignments, agents make independent on-the-spot decisions on the basis of available evidence, as the supervisor is generally not available for advice or assistance. Completed work is reviewed through reports and discussions between the agent and the supervisor covering actions taken and assignments completed. The review is focused on general adequacy, soundness of decisions made and conformity to established procedures and instructions.

At Level 2-4 the supervisor assigns work to the agent in a specific specialized area, e.g., anti-smuggling or intelligence functions for a particular geographic area. The agent typically has a continuing responsibility in this area of work. Agents plan and carry out their work independently, establishing priorities, setting deadlines, determining the scope and intensity of their effort based on the needs and objectives of the Service, the limitations imposed by statute and precedent, the resources available and the constraints imposed by time, geographical area to

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be covered and alien activity. At this level, agents typically have developed considerable expertise in the work of the patrol and their decisions and recommendations typically are accepted as authoritative statements of fact. In most instances, the work of the agent is performed at locations or in situations that do not lend themselves to supervisory oversight; consequently agents must resolve problems, even those that involve deviations from established procedures or instructions, unfamiliar situations or unusual requirements, on their own initiative.

Completed work products, usually technical reports, digests of situations encountered, informative abstracts or letters are accepted as technically sound. Unusual or controversial findings are reviewed primarily to ascertain if they are a potential basis for modifications of operating instructions, procedures or program emphases.

Similar to Level 2-3 the appellant's supervisor assigns work in terms of overall objectives and program emphasis and works with the appellant in developing project priorities. The appellant is responsible for independently planning coordinating and managing day-to-day activities within his area of responsibility. Technical guidance is available from the appellant's supervisor(s), or Criminal Investigators. Work is reviewed for effectiveness in meeting work objectives and for compatibility with resource management objectives and BLM policies.

The supervisory controls over the appellant do not meet level 2-4. The appellant does not independently exercise the wide latitude described such as establishing priorities and deadlines and determining the scope and intensity of operations.

This factor is assigned Level 2-3.

### Factor 3 - Guidelines

This factor considers the nature of guidelines and the judgment needed to apply them.

At Level 3-3, the employee uses basic and general information provided in the various laws, regulations and interpretations that pertain to the work performed by the Border Patrol Agent, handbooks, manuals, instructions and orders, precedent court decisions, appeals board rulings, rule of evidence and court procedures. The agent exercises considerable ingenuity in making judgments, 'applying various techniques and procedures and using discretion in the application of available guidelines to the wide variety of individual cases and situations encountered. While guidelines are always available, the agent frequently must apply standard practices and techniques to new situations, relate new situations to old precedents and adapt and modify guidelines whenever it becomes necessary, e.g., application of instructions and procedures to situations involving re-entries, voluntary deportations, assisting in entry, etc. . . .

At Level 3-4, administrative policies and precedents are applicable but are stated in general terms. Guidelines for performing the work are scarce or of limited use. The employee uses initiative and resourcefulness in deviation from traditional methods or researching trends and patterns to develop new methods, criteria, or proposed new policies.

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The guidelines used by the appellant include Departmental and BLM policies and procedures, operational handbooks or BLM Law Enforcement and Resource Management and Protection, the U.S. Code, Code of Federal Regulations, annual work plans, and other management guidance. The appellant uses judgement and ingenuity in developing, implementing, and overseeing law enforcement activities. The appellant independently analyzes situations and adapts guidelines in order to achieve law enforcement and resource management objectives. This meets Level 3-3 of the Border Patrol Agent Series, GS-1896 which describes



basic and general information being provided in the various laws, regulations and interpretations that pertain to the work performed, handbooks, manuals, instructions and orders, precedent court decisions, rule of evidence and court procedures, and require considerable ingenuity in making judgements, applying various techniques and procedures and using discretion in applying guidelines to a wide variety of cases and situations encountered.

The appellant's guidelines are more specific than found at Level 3-4 where the guidance is of scarce or of limited use.

This factor is assigned Level 3-3.

#### Factor 4 - Complexity

This factor measures the nature, number, variety and intricacy of tasks, steps, processes, or methods in the work performed: the difficulty in identifying what needs to be done; and the difficulty and originality involved in performing the work.

At Level 4-3 the Border Patrol Agent uses established procedures and methods to apprehend, interrogate and process illegal aliens. Assignments are complicated by changing conditions or situations involving factors such as the nature of the illegal activity encountered, a modus operandi of the lawbreaker, degree of difficulty involved in establishing facts and protection of the suspect's civil rights. The requirements of individual assignments may alter established operating procedures, standing orders and rules or require new interpretations and different application of statutory authorities conferred by the Immigration and Nationality Act.

At Level 4-4, the work of the Border Patrol Agent is usually performed in connection with anti-smuggling or intelligence activities, which includes planning, organizing and carrying out a variety of complex assignments that involve the use of incomplete or inconclusive information, the need for variation in approaches and the resolution of unacceptable, inconsistent or unforeseen results. The agent is confronted by large numbers of disparate operating situations which fit no common pattern and are not susceptible to solution by a single method, approach or attack. Assignments typically require the agent to make unreviewed decisions and draw conclusions about matters of citizenship, criminal activities, right of entry, fraud, conspiracy and other similar matters relating to the immigration and nationality laws after evaluating and interpreting information from any sources. This information is typically difficult to standardize and must be assessed on an individual or situational basis. Work performed at this level requires

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the agent to use and control informants and conduct subtle, probing interrogations, in many instances, in Spanish or another foreign language.

The complexity of the appellant's enforcement, apprehension and enforcement work meets Level 4-3. Typical of Level 4-3 the appellant does investigative work and decides on the best course of action for each incident or assignment. The appellant conducts investigations involving violations such as illegal dumping, removal or damage to resources, disposal of hazardous waste, etc . . . that requires interviewing suspects and witnesses, inspecting the site to

obtain clues, collecting physical evidence, and writing a report. The appellant determines if a warning or violation notice is appropriate. Investigations that will take more than a couple of days to resolve are forwarded to the Special Agent in Charge.

The complexity of the appellant's law enforcement, apprehension and investigative work does not meet Level 4-4 as the work does not require the skill to consolidate ostensibly disparate facts, events, and other types of intelligence material to develop a case for prosecution. The appellant is not required to deal with a large number of disparate operational situations typical of Level 4-4. Most violations are repetitive situations and the different types of violations are few in number. Generally the information is gathered from the site and witnesses which is not comparable to considering a variety of unrelated events and large volumes of conflicting and incomplete data typical of Level 4-4. Also, typical of Level 4-4 level is the accomplishment of a variety of complex assignments. Investigations that are complex are referred to the staff of the Special Agent in Charge for resolution.

This factor is assigned Level 4-3.

#### Factor 5 - Scope and Effect

This factor covers the relationship between the nature of the work, i.e., the purpose, breadth, and depth of the assignment and the effect of work products or services both within and outside the organization.

At Level 5-3 the agent's actions prevent unauthorized persons from entering the United States, deter the smuggling of aliens, narcotics and other contraband goods, promote the detection and prevention of crime at or near the borders of the United States and effect the apprehension and expulsion of aliens who are in an illegal status. Effective accomplishment of assigned duties has considerable impact on the reservation of employment opportunities for U.S. citizens and legal resident aliens, reduction of unlawful drains on economic, social and political services and institutions and the operations of other enforcement units of the Immigration and Naturalization Service.

At Level 5-4 in addition to performing the kinds of work assignments described at Level 5-3, the work of the agent at this level involves uncovering suspected conspiracies and attempted violations of law before they actually occur, developing appropriate responses which eliminate or

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minimize these activities, collecting advance information on these attempted violations and the collection and refinement of information in cooperation with officials of other nations, e.g., locating and securing birth or baptismal certificates from jurisdictions in the interior of Mexico. Information developed by the agent is used by responsible management as a basis for planning work, revising operations and methods, shifting areas of surveillance, altering sector or unit complements and preparing them for anticipated activities and assigning personnel.

The scope and effect of the appellant's work meets Level 5-3. The appellant is

responsible for enforcing Federal laws and regulations that relate to the public lands and its resources. Actions by the ranger are to prevent or deter illegal activity, promote crime prevention on public lands, apprehend suspects or violators, and seize evidence in order to obtain conviction.

The scope and effect of the appellant's work does not meet Level 5-4 because his work does not involve uncovering suspected conspiracies and attempted violations of law before they actually occur, developing appropriate responses which eliminate or minimize these activities, collecting advance information on these attempted violations and the collection and refinement of information in cooperation with officials of other nations, e.g., locating and securing birth or baptismal certificates from jurisdictions in the interior of Mexico.

This factor is assigned Level 5-3.

#### Factor 6 - Personal Contacts

This factor considers face-to-face contracts and telephone dialogue with persons not in the supervisory chain. Level determination is based on what is required to make the initial contact, the difficulty of communication with those contacted, and the setting in which the contact takes place.

At Level 6-3 personal contacts are with the general public including legal and illegal immigrants, officials of other Federal agencies, e.g., the Departments of Agriculture, Justice and Interior, representatives of State and local governments, personnel from other law enforcement agencies, Federal and non-Federal, foreign officials and attorneys. These contacts are established on a non-routine basis and may take place in a wide variety of settings within or outside the sector or station. Most Border Patrol Agent positions are at this level.

At Level 6-4 personal contacts are with high-ranking officials from outside the Service including key officials and top law enforcement personnel from other Departments and agencies, representatives of foreign governments, congresspersons, top officials from State and local governments and leaders from the law enforcement, criminal justice and legal communities.

The appellant's personal contacts meet Level 6-3. His contacts are with BLM law enforcement and resource staff specialists, other Federal, State, and local law enforcement officials, informants, suspects and witnesses, special interest groups, and the public.

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The appellant's personal contacts do not meet Level 6-4. He does not have contacts with high-ranking officials from outside the employing agency at national or international levels in high unstructured settings typical of level 6-4.

This factor is assigned Level 6-3.

#### Factor 7 - Purpose of Contacts

The focus of this factor ranges from having personal contacts for the factual exchange of

information to contacts in situations involving significant or controversial issues and differing viewpoints, goals, or objectives.

At Level 7-3 contacts are established to detain, control or interrogate apparent violators of the immigration laws. Persons contacted frequently are uncooperative, uncommunicative, hostile, afraid, evasive or dangerous. These conditions require Border Patrol Agents to be extremely skillful in how they approach individuals and groups and very selective in the methods and techniques used to collect and evaluate information and interrogate suspects. Most Border Patrol agent positions are at this level.

At Level 7-4 as reflected in the primary standard the purpose of contacts is to justify, defend, negotiate, or settle matters involving significant or controversial issues. The work usually involves active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or importance.

The purpose of the appellant's contacts meets Level 7-3. His contacts are to enforce laws and regulations as they relate to the protection of natural resources. Contacts are also made to interview witnesses and apprehend suspects. Such encounters include persons who are uncooperative, hostile, or dangerous. Other contacts are to negotiate and administer agreements, investigate and resolve complaints, reconcile conflicts, and to represent the law enforcement ranger function.

The purpose of the appellant's contacts does not meet Level 7-4. His contacts do not regularly involve active participation in conferences, meetings, hearings or presentations involving problems or issues of considerable consequence or importance typical of level 7-4.

This factor is assigned Level 7-3.

#### Factor 8 - Physical Demands

At Level 8-3 the work requires protracted periods of strenuous physical exertion such as long periods of standing, walking, and running over rough, uneven or rocky terrain; operating vehicles over rough or uneven surfaces in cold and hot climates or in dry, dusty areas; climbing trees or buildings of various heights or in mountainous country. The agents must be able to

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defend themselves and others as required against physical attacks. Classification standards do not include a higher grade level than 8-3 for this factor.

The physical demands of the appellant's position meet Level 8-3. His work involves long periods of standing, crawling, walking and running over rough, uneven, rocky surfaces and through wooded or brush areas, during the day or night. The appellant must be prepared to defend himself against physical attack.

This factor is assigned Level 8-3.

### Factor 9 - Work Environment

At Level 9-3 the work involves high risks with exposure to a wide variety of potentially dangerous situations or unusual environmental stresses such as operation of motor vehicles in high speed chases, boarding of moving trains and vessels and possible gunfire or physical attack. The agent typically works long and irregular hours, on weekends, and at night and frequently changes shift and duty stations. Assignments are subject to change without advance notice and in some instances with very little lead time. Classification standards do not include a higher grade level than the 9-3 for this factor.

The appellant's work environment meets Level 9-3. He performs field work that is normally performed alone in isolated areas in mountains, desert areas and canyons for extended periods of time. He is exposed to temperature and weather extremes and travels by foot or four-wheel drive vehicle. He is subject to physical attack.

This factor is assigned Level 9-3.

### Summary

FACTOR	LEVEL	POINTS
Knowledge Required by the Position	1-6	950
Supervisory Controls	2-3	275
Guidelines	3-3	275
Complexity	4-3	150
Scope and Effect	5-3	150
Personal Contacts	6-3	60
Purpose of Contacts	7-3	120
Physical Demands	8-3	50
Work Environment	9-3	50
Total		2080

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The point total for the nine factors is 2080. This total falls within the point range of 1855 to 2100, and converts to the GS-09 grade level.

The appellant's resident ranger duties are not grade impacting as they are not performed 25% of the time. The appellant's enforcement, apprehension and investigative work is evaluated at the GS-09 level.

### **Classification:**

Law Enforcement Ranger, GS-1801-09

Interviews conducted by Erick A. Kurkowski

s/Mark W. Whitesell

Mark W. Whitesell

Supervisory Personnel Management Specialist